

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Recruitment for Program Manager (GS-340 Series)

1. When life cycle project management was implemented in the Army Corps of Engineers, our senior position was classified in the GS-340 Series with a title of Program Manager (Engineering & Science). This was based on the belief that experience in one of the engineering and scientific disciplines would be a primary requirement for this key position. It was included in CP18 coverage, and we have been using the central referral inventory for recruitment.
2. Now that we are in a better position to evaluate the requirements of the position, we find that recruitment for this position would be better served by making it a more general Program Manager, GS-340 Series, without the specialized experience requirement. Accordingly, I have asked my staff to take steps to move this position from CP18 coverage. This will mean that recruitment actions for these vacancies will be handled by the Civilian Personnel Operations Centers (CPOC), and that interested candidates will apply directly to vacancy announcements. We are working on a standard position description and uniform recruitment plan which we will provide to USACE managers in order to achieve some consistency. This change will be effective 1 April 1998.
3. I urge you to take action now to publicize this important change to your workforce. We will, of course, notify each current registrant in our CP18 central inventory. If you have questions, please feel free to contact Mrs. Louise Crowell of my staff at 202-761-0826, DSN 763-0826.

/S/

JOE N. BALLARD
Lieutenant General, USA
Commanding

CEHR-ZE

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